

# Labor Day Report: Michigan's Paycheck Blues

While wages have gone up for higher earners in Michigan, the majority of Michigan workers earn less than workers earned 30 years ago after adjusting for inflation. This is especially true for African American workers. It is also clear that for many workers, one job is not enough to meet the needs of themselves and their families. Raising the minimum wage and making postsecondary education and skills training more accessible are two ways that the state can address the consequences of low-wage work.

## MICHIGAN'S DECLINING WAGE

Most Michigan workers have seen a decline in the earning power of their wages over the past 30 years. Those earning the median wage in 2012 (\$15.89 per hour) can purchase 7% less with their earnings than median wage earners could in 1982, while those earning the 90th percentile wage (\$38.25 per hour) can purchase 22% more than their 1982 counterparts. (Figs. 1 and 2)

In 1982, Michigan had the 4th highest median wage in the country, but following the loss of high-paying manufacturing jobs, it fell to 24th highest

FIGURE 1

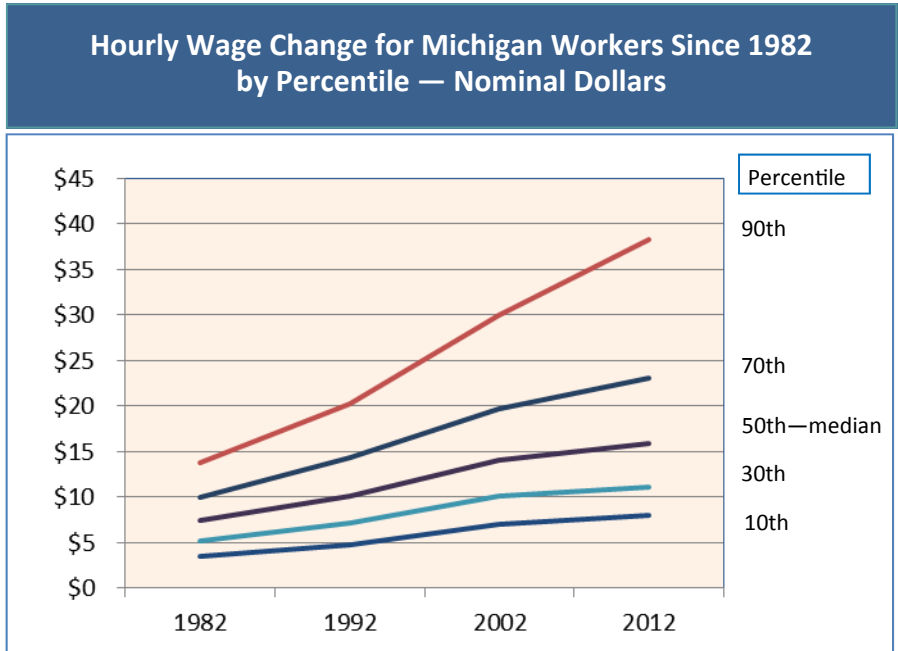
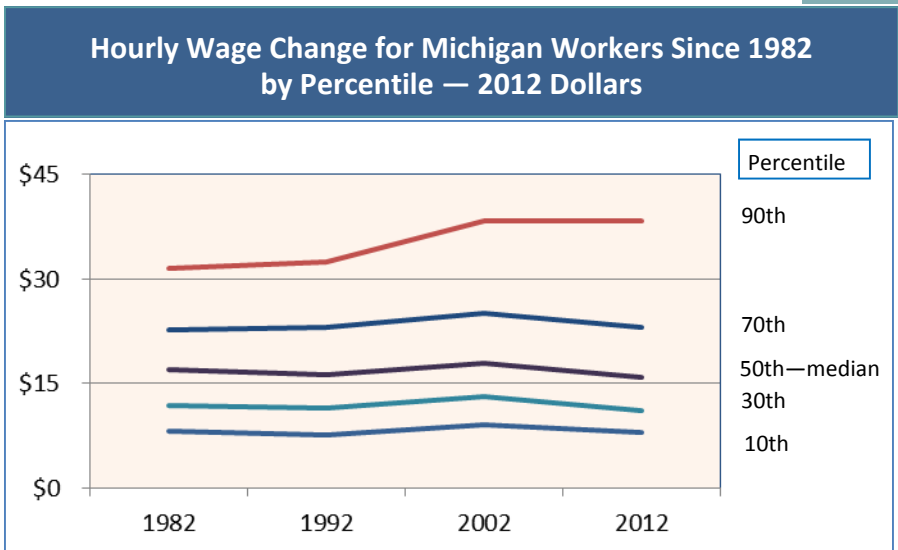


FIGURE 2



Source for Figures 1 and 2: Economic Policy Institute analysis of Current Population Survey data  
Charts produced by Michigan League for Public Policy

Change in Median Wage in Midwestern States, 1982 and 2012									
State	IN NOMINAL DOLLARS			IN 2012 DOLLARS <sup>1</sup>					
	1982	2012	Change	1982	Rank <sup>2</sup>	2012	Rank <sup>2</sup>	Change	Rank <sup>3</sup>
Iowa	\$6.17	\$15.62	153%	\$15.94	16	\$18.13	8	14%	21
Minnesota	\$6.98	\$18.13	160%	\$14.16	33	\$15.89	25	12%	23
Wisconsin	\$6.76	\$16.01	137%	\$14.10	34	\$15.62	29	11%	25
Illinois	\$7.38	\$17.01	130%	\$14.36	30	\$15.24	36	6%	33
Missouri	\$6.20	\$15.89	156%	\$15.45	20	\$16.01	23	4%	39
Ohio	\$6.96	\$15.54	123%	\$16.85	7	\$17.01	16	1%	42
Indiana	\$6.28	\$15.24	143%	\$15.89	17	\$15.54	32	-2%	46
<b>Michigan</b>	<b>\$7.44</b>	<b>\$15.89</b>	<b>114%</b>	<b>\$17.00</b>	<b>4</b>	<b>\$15.89</b>	<b>24</b>	<b>-7%</b>	<b>50</b>

<sup>1</sup> Using CPI-U-RS  
<sup>2</sup> 1=Highest median wage among 50 states and DC  
<sup>3</sup> 1=Highest increase among 50 states and DC  
 Source: Economic Policy Institute analysis of Current Population Survey data  
 Chart produced by Michigan League for Public Policy

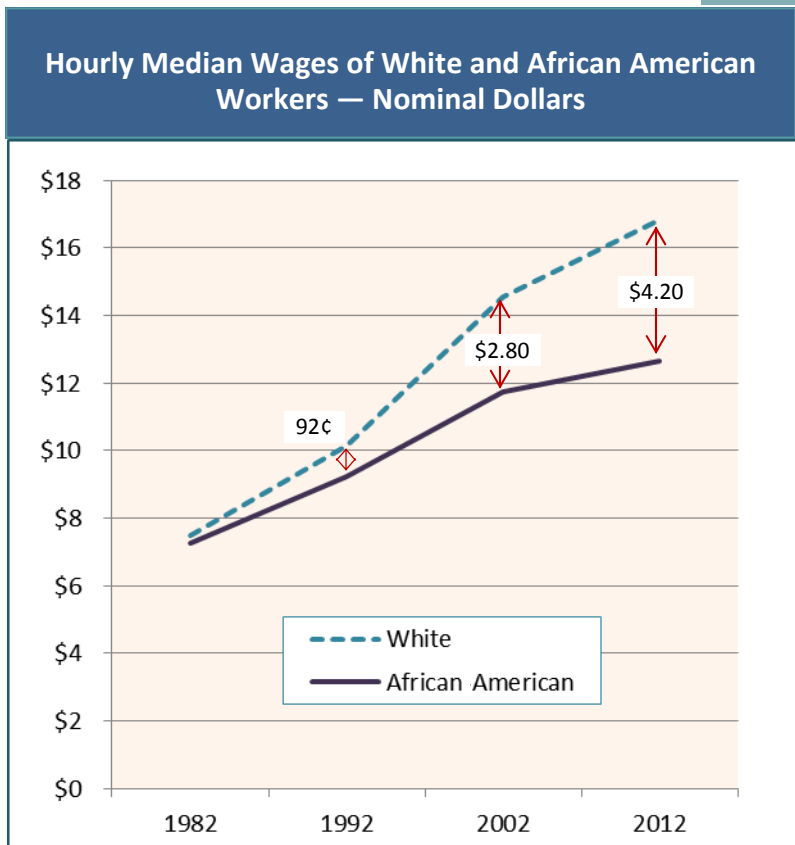
in 2012. While most states, including six of the eight Midwest states, experienced gains in their median wage even when adjusted for inflation, Michigan’s median wage fell by 7%. This drop means that when measuring median wage change from 1982 to 2012, Michigan ranks second to worst among the 50 states and District of Columbia. (Only Alaska had a bigger wage drop.) (Fig. 3)

### THE RACIAL WAGE GAP

The decline of Michigan’s median wage has been more pronounced for African American workers than white workers.<sup>1</sup> The data reveals two startling gaps. First, the difference between Michigan’s median wage for white workers (\$16.85 per hour) and that of African American workers (\$12.65 per hour) is the widest for the 34 years for which data is available. While median wages tracked about equally for the two races during 1979-1982 and the African American wage even exceeded the white in 1983 and 1984 (likely due to massive layoffs in automobile manufacturing), the gap between the respective median wages began to widen in 1988. The gap became widest in 2012, when the white

median wage was \$4.20 an hour (25%) higher than the African American median wage. (Fig. 4)

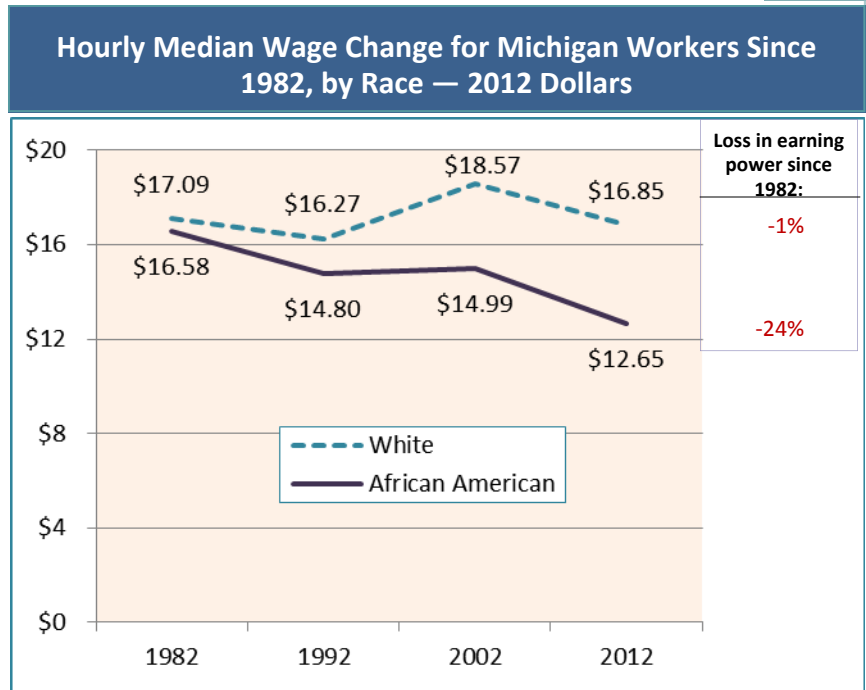
The other startling gap when comparing median wage by race is the decline in the African American median



Source: Economic Policy Institute analysis of Current Population Survey data  
 Chart produced by Michigan League for Public Policy

wage itself, compared with that of white workers. Between 1982 and 2012, the white median wage declined by only 1% when adjusted for inflation, while the African American median wage declined by 24%. Most of the gap during those 30 years occurred between 1992 and 2002, when white workers made great wage gains and African American workers' wages remained flat. The celebrated prosperity for Michigan workers during the 1990s did not include African American workers. (Fig. 5 )

The median wage gap between white and African American workers in Michigan is likely due to a complicated mix of reasons. The following factors may be contributing to the gap:



Source: Economic Policy Institute analysis of Current Population Survey data  
Chart produced by Michigan League for Public Policy

1) *Gaps in the educational level of Michigan's white and African American workers.* The percentage of African Americans without a high school diploma is twice as high as the percentage of whites without one. Conversely, 40% of white Michigan residents have an associate degree or higher compared with 23% of African Americans. The median wage for someone with an associate degree is 60% higher than that of someone without a high school diploma, and for someone with a bachelor's degree, 164% higher. (Fig. 6)

2) *Wage disparities between white and African American workers with similar academic credentials.* A recent report from the George-town University Center on Education and the Workforce shows startling differences in the median wages for several selected majors (electrical engineering, for example, has a \$90,000 median wage for whites and a \$68,000 median wage for African Americans).<sup>2</sup> Although

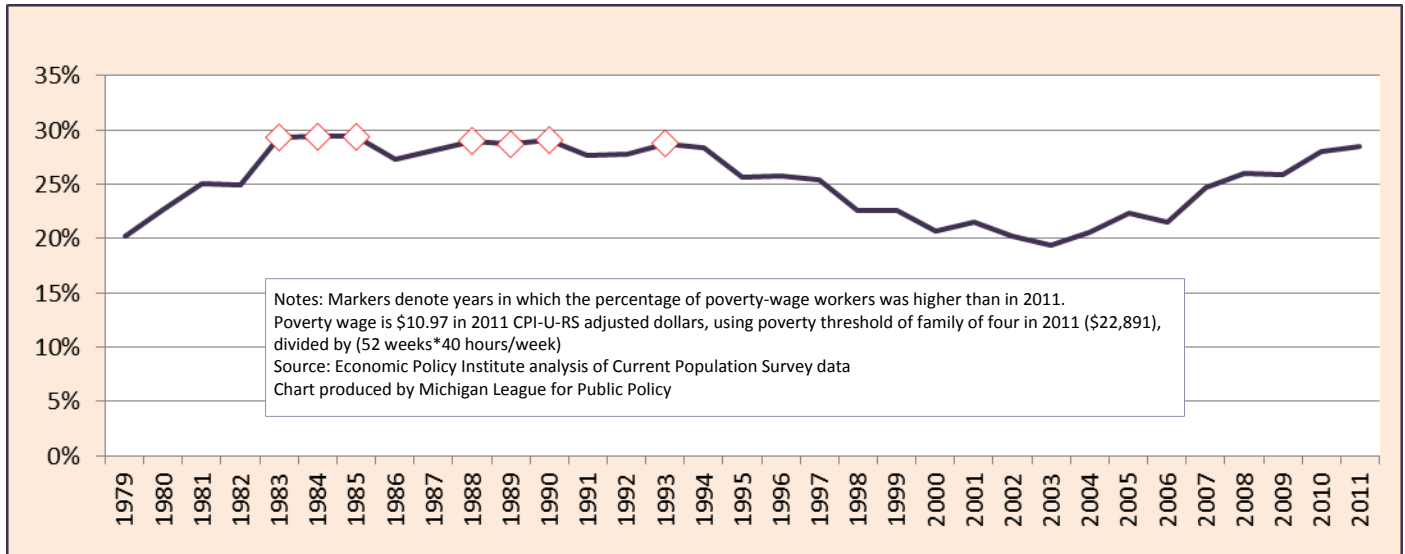
the report does not explore the reasons for the disparity, it does indicate that while attaining a postsecondary credential can greatly increase earnings for African American workers, some racial disparity will continue to exist.

3) *Residential segregation by race.* Although formal segregation was abolished in the 1960s, the

Educational Level	Median Wage		Percent of Race at Educational Level	
	Hourly	Annual	White	African American
No high school diploma or equivalent	\$9.81	\$20,405	White	7
			African American	14
Only a high school diploma or equivalent	\$13.09	\$27,227	White	28
			African American	32
Some postsecondary education, no degree	\$12.45	\$25,896	White	25
			African American	30
Associate Degree	\$15.67	\$32,594	White	40
			African American	23
Bachelor's Degree or higher	\$25.85	\$53,768	White	26
			African American	15

Sources: Median Wage: Economic Policy Institute analysis of 2012 Current Population Survey data. Racial Percentages: Working Poor Families Data generated by the Population Reference Bureau from the 2011 American Community Survey, except Bachelor's Degree or higher from the 2010 ACS Fact Finder  
Chart produced by Michigan League for Public Policy

### Percentage of Michigan Workers Earning Below Poverty Wage, 1979-2011



metropolitan Detroit area remains one of the most segregated in the country. A paper from the Rutgers University School of Management and Labor Relations finds a link between occupational and residential segregation, saying that “residential patterns that segregate black and white youth increase the likelihood that these whites will find better-paying jobs in overwhelmingly white occupations and that blacks will end up in lower-paying occupations filled mostly by other blacks.”<sup>3</sup>

reduced the percent of workers that were earning below the poverty wage between 1982 and 2011, Michigan had a 14% increase, ranking 46th in the nation in progress in this area. (Fig. 8)

Six of the 10 occupations in Michigan with the highest employment have a median wage that will not lift a family of four out of poverty. The workers are retail salespersons, cashiers, restaurant workers, janitors and stock clerks. The median wages of 12 of the top 50 occupations will not lift a family of four out of poverty, and the median wages of 37 of the top 50 occupations pay less than what is needed to bring a single parent

### MICHIGAN WAGES AND POVERTY

In 2011, 28.5% of Michigan workers did not earn a wage high enough to lift a family of four out of poverty.<sup>4</sup> That was the highest level of “poverty wage” workers since 1993. The percentage earning poverty wage decreased steadily for several years following 1993, as the economy grew and the state prospered. After 2003, the only year in which the percentage dipped below one-fifth of workers, it began to rise steadily as Michigan’s unemployment began to grow and workers began to experience financial hardship. (Fig. 7)

Michigan is out of sync with most of the country on this, however. While most states

### Change in Percentage of Workers Earning Below Poverty Wage in Midwestern States, 1982 and 2011

State	1982	Rank	2011	Rank	% Change	Rank
Iowa	33.9%	37	26.4%	27	-22%	16
Minnesota	26.4%	17	20.8%	8	-21%	17
Missouri	31.9%	34	25.9%	24	-19%	21
Indiana	31.8%	33	28.1%	33	-12%	25
Wisconsin	27.9%	21	25.7%	23	-8%	35
Ohio	26.4%	16	28.8%	37	9%	45
<b>Michigan</b>	<b>24.9%</b>	<b>13</b>	<b>28.5%</b>	<b>34</b>	<b>14%</b>	<b>46</b>
Illinois	22.6%	7	26.8%	29	19%	48

Note: Poverty wage is \$10.97 in 2011 CPI-U-RS adjusted dollars, using poverty threshold of family of four in 2011 (\$22,891), divided by (52 weeks\*40 hours/week). Source: Economic Policy Institute analysis of Current Population Survey data. Chart produced by Michigan League for Public Policy.

with two children to economic self-sufficiency. (The self-sufficiency level for a single parent with two children is estimated by the Michigan League for Public Policy to be \$44,365 in total household income.) (Appendix A)

Accounting for more than 704,000 jobs in the state, the 50 lowest-paying occupations in Michigan do not pay enough to bring a family of four out of poverty, nor come anywhere near to bringing a single parent with two children up to self-sufficiency level. (Appendix B)

## SOME CONSEQUENCES OF THE PREVALENCE OF LOW-WAGE JOBS

A recent paper by the Center for Economic Policy Research shows that low-wage work does not necessarily lead to higher-wage work, and can in fact have adverse effects for workers' future employment prospects. As with long periods of unemployment, long periods of low-wage work may be associated with the erosion of accumulated skills and may also suggest to potential employers that a worker has low productivity. The paper points out that in light of this, a worker's long-term earning potential would be better enhanced by a period of education and training than by working in a low-wage job.<sup>5</sup>

Having so many workers in jobs that do not pay enough to meet their families' needs also puts a strain on public assistance programs such as Food Assistance, State Emergency Relief and the Family Independence Program (although most low-wage workers earn too much to qualify for FIP even if their families are below the poverty line). As there is a shortage of child care that is affordable to low-wage workers, some may be forced to have their children cared for in environments that are not ideal, or to miss work because of child care needs.

Finally, when wages are low, the economy suffers. Workers spend less in their communities when they have less, and the state pulls in less tax revenue for maintaining public infrastructure and services. Taking steps to both increase wages at the lower level and to

give workers the skills they need to advance to higher wage levels will have a ripple effect as businesses and units of government see increased revenues.

## POLICY RECOMMENDATIONS

While there is no silver bullet to solving the state's economic challenges, there are things that Michigan can do to help low-wage workers. **One is to raise the minimum wage** to make up its erosion in recent years due to inflation. There is currently a bill in the Michigan Legislature to increase the minimum wage to \$10 per hour by 2016 and index it to inflation in the years after that. This would help to ensure that the workers at the lowest wage levels do not continue to experience heavy erosion in their wages and buying power. An increase to \$10 would raise the wages of 1 million Michigan workers, 85% of whom would be 20 years old or over.<sup>6</sup>

**Keeping postsecondary training accessible** will also help low-wage workers. A recent report by the Michigan League for Public Policy shows that as college tuition is rising, state financial aid is being cut.<sup>7</sup> There are also many barriers for low-wage, low-skill workers who want to acquire skills through postsecondary education to increase their success in the labor market, such as the need for remediation and child care. Increasing investment in workforce and training programs, and in wrap-around services for parents who need to balance school with work and child care, can help many low-wage workers get the skills they need to increase their success in the labor market.

## ENDNOTES

1. Data is unavailable for other racial categories such as Latino, Asian or Native American.
2. Carnevale, Anthony.P., Jeff Strohle and Michelle Melton, *What's It Worth: The Economic Value of College Majors*, Georgetown University Center on Education and the Workforce, 2011, (<http://www9.georgetown.edu/grad/gppi/hpi/cew/pdfs/whatsitworth-complete.pdf>, accessed August 20, 2013.)
3. Von Lockette, Niki D., *Occupational and Residential Segregation: The Confluence of Two Systems of Inequality*, Rutgers University School of Management and Labor Relations, (no date). (<http://smlr.rutgers.edu/research-brief-9-occupational-and-residential-segration-dickerson>, accessed August 20, 2013.)
4. 2011 is the latest year of data available for this measure.
5. Schmitt, John, *Low-Wage Lessons*, Center for Economic Policy Research, January 2012. (<http://www.cepr.net/documents/publications/low-wage-2012-01.pdf>, accessed August 20, 2013.)
6. Cooper, David and Doug Hall, *Raising the Federal Minimum Wage to \$10.10 Would Give Working Families, and the Overall Economy, a Much-Needed Boost*, Economic Policy Institute, March 2013. (<http://www.epi.org/files/2013/IB354-Minimum-wage.pdf>, accessed August 20, 2013.)
7. Michigan League for Public Policy, *Keeping It Affordable in Michigan: Disinvestment in Financial Aid Grants Hurts Students and Their Families*, November 2012.



Michigan Occupations with Highest Employment (2012)<sup>1</sup>

		Employed	Median Wage		% of Poverty Wage <sup>2</sup>		% of Self-Sufficiency Wage <sup>3</sup>
Rank	Occupation Title		Number	Hourly	Annual	Family of Three	Family of Four
1	Retail Salespersons	130,620	\$9.99	\$20,780	112.3%	89.2%	46.8%
2	Office Clerks, General	111,320	\$13.30	\$27,670	149.6%	118.8%	62.4%
3	Cashiers	91,320	\$9.13	\$19,000	102.7%	81.6%	42.8%
4	Registered Nurses	90,540	\$30.69	\$63,840	345.1%	274.2%	143.9%
5	Combined Food Preparation and Serving Workers, Including Fast Food	86,240	\$8.70	\$18,110	97.9%	77.8%	40.8%
6	Customer Service Representatives	73,280	\$14.61	\$30,400	164.3%	130.6%	68.5%
7	Waiters and Waitresses	69,790	\$8.78	\$18,260	98.7%	78.4%	41.2%
8	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	69,780	\$10.76	\$22,390	121.0%	96.2%	50.5%
9	Team Assemblers	66,230	\$14.88	\$30,940	167.3%	132.9%	69.7%
10	Stock Clerks and Order Fillers	62,670	\$10.24	\$21,300	115.1%	91.5%	48.0%
11	Laborers, Freight, Stock, & Material Movers, Hand	59,760	\$12.20	\$25,380	137.2%	109.0%	57.2%
12	Sales Representatives, Wholesale & Manuf., Except Technical & Scientific Products	52,130	\$25.04	\$52,090	281.6%	223.7%	117.4%
13	Nursing Assistants	51,490	\$12.34	\$25,680	138.8%	110.3%	57.9%
14	General and Operations Managers	49,620	\$43.26	\$89,980	486.4%	386.5%	202.8%
15	Heavy and Tractor-Trailer Truck Drivers	48,220	\$18.05	\$37,540	202.9%	161.2%	84.6%
16	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	45,710	\$15.89	\$33,060	178.7%	142.0%	74.5%
17	Bookkeeping, Accounting, and Auditing Clerks	42,780	\$16.88	\$35,110	189.8%	150.8%	79.1%
18	Teacher Assistants	41,390	*	\$25,790	139.4%	110.8%	58.1%
19	Home Health Aides	36,460	\$9.92	\$20,640	111.6%	88.6%	46.5%
20	First-Line Supervisors of Retail Sales Workers	36,310	\$17.07	\$35,500	191.9%	152.5%	80.0%
21	Elementary School Teachers, Except Special Ed.	35,910	*	\$62,340	337.0%	267.7%	140.5%
22	Maintenance and Repair Workers, General	35,050	\$15.86	\$32,990	178.3%	141.7%	74.4%
23	Business Operations Specialists, All Other	31,760	\$29.50	\$61,370	331.8%	263.6%	138.3%
24	Cooks, Restaurant	31,220	\$10.28	\$21,370	115.5%	91.8%	48.2%
25	First-Line Supervisors of Office and Administrative Support Workers	31,170	\$22.37	\$46,520	251.5%	199.8%	104.9%
26	Mechanical Engineers	30,450	\$41.25	\$85,790	463.8%	368.5%	193.4%
27	Machinists	27,880	\$19.30	\$40,130	216.9%	172.4%	90.5%
28	Receptionists and Information Clerks	27,520	\$12.31	\$25,610	138.4%	110.0%	57.7%
29	Accountants and Auditors	27,410	\$29.87	\$62,130	335.9%	266.8%	140.0%
30	First-Line Supervisors of Food Preparation and Serving Workers	27,190	\$13.61	\$28,320	153.1%	121.6%	63.8%
31	Light Truck or Delivery Services Drivers	27,170	\$13.39	\$27,840	150.5%	119.6%	62.8%
32	Landscaping and Groundskeeping Workers	24,430	\$11.35	\$23,600	127.6%	101.4%	53.2%
33	Industrial Engineers	23,940	\$37.18	\$77,330	418.0%	332.1%	174.3%
34	First-Line Supvrs. of Production & Operating Wkrs.	23,490	\$27.46	\$57,110	308.7%	245.3%	128.7%
35	Substitute Teachers	23,320	\$10.73	\$22,320	120.7%	95.9%	50.3%
36	Security Guards	23,100	\$12.31	\$25,600	138.4%	110.0%	57.7%
37	Inspectors, Testers, Sorters, Samplers & Weighers	22,900	\$16.60	\$34,520	186.6%	148.3%	77.8%
38	Secondary School Teachers, Except Special and Career/Technical Education	22,430	*	\$61,380	331.8%	263.6%	138.4%
39	Medical Assistants	21,820	\$13.32	\$27,700	149.7%	119.0%	62.4%
40	Assemblers and Fabricators, All Other	21,730	\$14.48	\$30,110	162.8%	129.3%	67.9%
41	Construction Laborers	20,410	\$16.69	\$34,710	187.6%	149.1%	78.2%
42	Food Preparation Workers	20,160	\$9.22	\$19,180	103.7%	82.4%	43.2%
43	Computer User Support Specialists	19,070	\$20.81	\$43,280	234.0%	185.9%	97.6%
44	Childcare Workers	18,950	\$9.67	\$20,120	108.8%	86.4%	45.4%
45	Automotive Service Technicians & Mechanics	18,540	\$18.54	\$38,570	208.5%	165.7%	86.9%
46	Licensed Practical & Licensed Vocational Nurses	18,460	\$20.30	\$42,230	228.3%	181.4%	95.2%
47	Maids and Housekeeping Cleaners	18,040	\$9.86	\$20,500	110.8%	88.0%	46.2%
48	Helpers--Production Workers	17,940	\$11.48	\$23,880	129.1%	102.6%	53.8%
49	Electricians	17,890	\$27.23	\$56,630	306.1%	243.2%	127.6%
50	Executive Secretaries & Executive Adm. Assistants	17,770	\$21.78	\$45,310	244.9%	194.6%	102.1%

<sup>1</sup>Estimates do not include self-employed workers. Farm jobs are not included because employment data is not available for some farm sectors. It should be noted, however, that farm jobs constitute a significant portion of low-wage jobs in Michigan.

<sup>2</sup>Based on the 2012 U.S. Census Bureau poverty thresholds (\$18,498 for a one-parent/two-child family of three and \$23,283 for a two-parent/two-child family of four) and assuming year-round employment at 40 hours per week (2080 hours per year), the poverty wage is \$8.89 per hour and \$11.19 per hour respectively.

<sup>3</sup>Based on calculations from the Michigan League for Public Policy's *Economic Self-Sufficiency in Michigan; A Benchmark for Ensuring Family Well-Being*, June 2011.

\*Not Available

Source: Michigan Department of Technology, Management and Budget

Produced by Michigan League for Public Policy

Lowest Wage Nonfarm Occupations in Michigan (May 2011)<sup>1</sup>

		Employed	Median Wage		% of Poverty Wage <sup>2</sup>		% of Self-Sufficiency Wage <sup>3</sup>
Rank	Occupation Title	Number	Hourly	Annual	Family of Three	Family of Four	One Parent, Two Children
1	Textile Machine Setters, Operators, and Tenders	70	\$8.56	\$17,810	96.3%	76.5%	40.1%
2	Dishwashers	14,900	\$8.69	\$18,070	97.7%	77.6%	40.7%
3	Combined Food Preparation and Serving Workers, Including Fast Food	86,240	\$8.70	\$18,110	97.9%	77.8%	40.8%
4	Waiters and Waitresses	69,790	\$8.78	\$18,260	98.7%	78.4%	41.2%
5	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	9,910	\$8.79	\$18,280	98.8%	78.5%	41.2%
6	Baggage Porters and Bellhops	740	\$8.82	\$18,350	99.2%	78.8%	41.4%
7	Amusement and Recreation Attendants	7,520	\$8.85	\$18,400	99.5%	79.0%	41.5%
8	Cooks, Fast Food	15,320	\$8.86	\$18,430	99.6%	79.2%	41.5%
9	Shampooers	180	\$8.86	\$18,440	99.7%	79.2%	41.6%
10	Barbers	*	\$8.87	\$18,450	99.7%	79.2%	41.6%
11	Bartenders	15,920	\$8.87	\$18,450	99.7%	79.2%	41.6%
12	Pressers, Textile, Garment, and Related Materials	1,270	\$8.91	\$18,540	100.2%	79.6%	41.8%
13	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	12,270	\$8.93	\$18,570	100.4%	79.8%	41.9%
14	Locker Room, Coatroom, and Dressing Room Attendants	440	\$8.94	\$18,590	100.5%	79.8%	41.9%
15	Ushers, Lobby Attendants, and Ticket Takers	2,580	\$8.95	\$18,610	100.6%	79.9%	41.9%
16	Dining Room and Cafeteria Attendants and Bartender Helpers	11,190	\$8.95	\$18,620	100.7%	80.0%	42.0%
17	Parking Lot Attendants	2,680	\$8.98	\$18,690	101.0%	80.3%	42.1%
18	Cooks, Short Order	5,470	\$8.99	\$18,710	101.1%	80.4%	42.2%
19	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	3,170	\$9.04	\$18,790	101.6%	80.7%	42.4%
20	Pharmacy Aides	530	\$9.05	\$18,830	101.8%	80.9%	42.4%
21	Entertainment Attendants and Related Workers, All Other	310	\$9.07	\$18,870	102.0%	81.0%	42.5%
22	Cashiers	91,320	\$9.13	\$19,000	102.7%	81.6%	42.8%
23	Food Preparation and Serving Related Workers, All Other	2,070	\$9.17	\$19,070	103.1%	81.9%	43.0%
24	Nonfarm Animal Caretakers	3,750	\$9.19	\$19,120	103.4%	82.1%	43.1%
25	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1,310	\$9.21	\$19,160	103.6%	82.3%	43.2%
26	Legislators	2,270	*	\$19,170	103.6%	82.3%	43.2%
27	Food Preparation Workers	20,160	\$9.22	\$19,180	103.7%	82.4%	43.2%
28	Grounds Maintenance Workers, All Other	440	\$9.23	\$19,210	103.8%	82.5%	43.3%
29	Cleaners of Vehicles and Equipment	8,120	\$9.24	\$19,220	103.9%	82.5%	43.3%
30	Personal Care and Service Workers, All Other	1,870	\$9.26	\$19,260	104.1%	82.7%	43.4%
31	Automotive and Watercraft Service Attendants	2,580	\$9.33	\$19,410	104.9%	83.4%	43.8%
32	Hotel, Motel, and Resort Desk Clerks	5,500	\$9.36	\$19,470	105.3%	83.6%	43.9%
33	Skincare Specialists	1,010	\$9.38	\$19,520	105.5%	83.8%	44.0%
34	Coaches and Scouts	8,250	*	\$19,540	105.6%	83.9%	44.0%
35	Hairdressers, Hairstylists, and Cosmetologists	13,100	\$9.50	\$19,760	106.8%	84.9%	44.5%
36	Taxi Drivers and Chauffeurs	3,660	\$9.53	\$19,820	107.1%	85.1%	44.7%
37	Packers and Packagers, Hand	14,380	\$9.55	\$19,870	107.4%	85.3%	44.8%
38	Library Assistants, Clerical	4,500	\$9.57	\$19,910	107.6%	85.5%	44.9%
39	Childcare Workers	18,950	\$9.67	\$20,120	108.8%	86.4%	45.4%
40	Farmworkers, Farm, Ranch, and Aquacultural Animals	440	\$9.70	\$20,180	109.1%	86.7%	45.5%
41	Personal Care Aides	15,610	\$9.76	\$20,300	109.7%	87.2%	45.8%
42	Recreation Workers	9,360	\$9.83	\$20,450	110.6%	87.8%	46.1%
43	Crossing Guards	1,330	\$9.84	\$20,470	110.7%	87.9%	46.1%
44	Maids and Housekeeping Cleaners	18,040	\$9.86	\$20,500	110.8%	88.0%	46.2%
45	Gaming Dealers	4,000	\$9.91	\$20,610	111.4%	88.5%	46.5%
46	Home Health Aides	36,460	\$9.92	\$20,640	111.6%	88.6%	46.5%
47	Counter and Rental Clerks	13,310	\$9.94	\$20,670	111.7%	88.8%	46.6%
48	Laundry and Dry-Cleaning Workers	5,770	\$9.98	\$20,750	112.2%	89.1%	46.8%
49	Retail Salespersons	130,620	\$9.99	\$20,780	112.3%	89.2%	46.8%
50	Telemarketers	5,410	\$10.10	\$21,010	113.6%	90.2%	47.4%

<sup>1</sup>Estimates do not include self-employed workers. Farm jobs are not included because employment data is not available for some farm sectors. It should be noted, however, that farm jobs constitute a significant portion of low-wage jobs in Michigan.

<sup>2</sup>Based on the 2012 U.S. Census Bureau poverty thresholds (\$18,498 for a one-parent/two-child family of three and \$23,283 for a two-parent/two-child family of four) and assuming year-round employment at 40 hours per week (2080 hours per year), the poverty wage is \$8.89 per hour and \$11.19 per hour respectively.

<sup>3</sup>Based on calculations from the Michigan League for Public Policy's *Economic Self-Sufficiency in Michigan: A Benchmark for Ensuring Family Well-Being*, June 2011.

\* Not Available

Source: Michigan Department of Technology, Management and Budget

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