

**State of Michigan
CIVIL SERVICE COMMISSION
Public Meeting
May 15, 2013**

Present: Thomas M. Wardrop, Chair
James Barrett, Commissioner
Charles Blockett, Jr., Commissioner
Robert W. Swanson, Commissioner
Janet McClelland, Acting State Personnel Director

1. CALL TO ORDER

The meeting of the Civil Service Commission was opened by Chair Thomas Wardrop at 10:04 a.m. in Conference Room A, Lower Level, Capitol Commons Center, 400 S. Pine Street, Lansing, Michigan.

Approval of Minutes

Chair Wardrop requested a motion to approve the minutes of the March 20, 2013 meeting. On motion duly made and supported, the minutes of the March 20, 2013 Civil Service Commission meeting were approved.

2. AMENDMENTS TO AGENDA

There were no amendments to the agenda.

3. INFORMATIONAL REPORTS

State Personnel Director's Report

The Commission received the following report from Janet McClelland, Acting State Personnel Director:

Unclassified Positions Report

Civil Service Commission Rules require the State Personnel Director to report on the establishment or abolishment of positions in the state unclassified service. Since the last report, the following approvals were processed:

- On March 15, 2013, a request was received from the Department of Insurance & Financial Services to establish an exempt unclassified position to serve as the Chief Deputy Director. This request was approved on March 22, 2013.
- On March 29, 2013, a request was received from the Department of Insurance & Financial Services to establish an exempt unclassified position to serve as the Agency Director. This request was approved on March 29, 2013.
- On April 26, 2013, a request was received from the Department of Military & Veterans Affairs to establish an exempt unclassified position to serve as the Deputy Director of State Operations. Concurrently, the Director of Interagency Operations & Plans position was abolished. This request was approved on April 29, 2013.

- On May 1, 2013, a request was received from the Department of Insurance & Financial Services to establish an exempt unclassified position to serve as the Senior Policy Advisor to the Executive Office. This request was approved on May 3, 2013.

4. UNFINISHED BUSINESS

There was no unfinished business.

5. NEW BUSINESS

A. Letter of Understanding (LOU) between the Office of the State Employer and the Michigan Corrections Organization (Interim Approval Granted)

General Counsel John Gnodtke indicated that the LOU is regarding the impact of the new non-career Corrections Officer classification based on provisions of the collective bargaining agreement. Interim approval was granted on April 8, 2013 by the Acting State Personnel Director with consent of the Chair. Chair Wardrop requested a motion to approve Item 5.A. On motion duly made and supported, the LOU was unanimously approved.

B. Letter of Understanding (LOU) between the Office of the State Employer and the Michigan State Employees Association

General Counsel John Gnodtke indicated that the LOU addresses reinstating the Labor and Trades and Safety and Regulatory unit employees removed from recall lists. Chair Wardrop requested a motion to approve Item 5.B. On motion duly made and supported, the LOU was unanimously approved.

6. PUBLIC COMMENT

Brandon Zuk addressed the Commission on behalf of the Michigan Association of Governmental Employees (MAGE), whose members' positions may be affected by the pending proposed contract between the Michigan Department of Corrections (DOC) and Aramark for the provision of food services. Mr. Zuk stated that the proposed privatization of food services was originally rejected on grounds that the proposals did not reflect the prerequisite costs savings as required by Civil Service Rules. However, later, the assumptions underlying the cost of at least one of the proposals was changed and as a result of that change, there is now a claimed cost savings. MAGE urged the Commission to be very vigilant in scrutinizing the changes in the assumptions.

Commissioner Barrett asked Acting State Personnel Director Janet McClelland to explain the process going forward as far as review by Civil Service Commission (CSC) staff. Ms. McClelland stated that the cost savings analysis revision was received on May 14, 2013. CSC staff will conduct a cost savings analysis and make a determination. Ms. McClelland encouraged any interested parties to provide their input as soon as possible. She also indicated that the decision may be appealed to the CSC Office of Technical Appeals, then to the Employment Relations Board, which would subsequently provide a recommendation to the Commission.

Mark Williams, a former state employee who worked at the Grand Rapids Veterans Home, addressed the Commission regarding his concerns with subcontracting for services and asked the Commission to make some changes to Standard D. Mr. Williams stated that he believes that quality of service and safety are highly important when looking at the subcontracting of services, not only for the Veterans homes but for the DOC. Mr. Williams asked the Commission to be more involved, especially in reference to the quality of service provided by the subcontractors.

Stacie Dineen of Michigan American Federation of State, County and Municipal Employees (AFSCME) Council 25, representing food service leaders who work in the prisons, addressed the Commission, stating that she reviewed the Request for Purchase and the bids received. Ms. Dineen stated that one of her concerns is that since notice was only given last week, there would not be enough time to review the bid received by Aramark. Ms. Dineen stated that AFSCME is concerned about security, noting she has heard that the prisoners are upset about the changes. Ms. Dineen asked the Commission to look closely at the DOC and its employees and consider the security of the DOC regarding contracting out of food services.

Nick Ciaramitaro, Director of Legislation and Public Policy for the AFSCME and the Michigan State Employees Association (MSEA), stated that both AFSCME and MSEA are concerned about the rapid rate at which the state is contracting for services. Mr. Ciaramitaro stated there are still concerns about the quality of care at the Grand Rapids Veterans Home, and he agreed with other public comments that Standard D needs to be looked at closely by the Commission. Mr. Ciaramitaro questioned the huge variance between a 3.3% cost savings compared to a 20% cost savings recently proposed. Mr. Ciaramitaro stated that the unions will conduct an independent cost analysis.

John Alcodry, Vice President of AFSCME Local 3637, stated he has been in food service for 15 years and that it now costs \$1.79 a day to feed a prisoner. Mr. Alcodry also stated that he believes the food is a huge morale booster for the prisoners and any changes in that service may cause serious problems. Mr. Alcodry agreed that quality of service is vitally important and he also expressed concern about safety in the prisons if the contract with Aramark proceeds.

ADJOURNMENT

There being no further items for Commission approval or public comments to be heard, Chair Wardrop called for a motion to adjourn. On motion duly made and supported, the meeting was adjourned at 10:27 a.m.

NOTE:

Copies of any written statements, reports, or staff proposals which were presented to the Commission may be obtained by contacting the Civil Service Commission, Executive Office, Capitol Commons Center, 400 S. Pine Street, P.O. Box 30002, Lansing, Michigan, 48909, or by telephone at 517-373-3020.