

**MICHIGAN CIVIL SERVICE COMMISSION**  
**Public Meeting**  
**May 20, 2015**

**Present:** Thomas M. Wardrop, Chair  
James Barrett, Commissioner  
Janet McClelland, Commissioner  
Robert W. Swanson, Commissioner  
Janine M. Winters, State Personnel Director

**1. CALL TO ORDER**

The meeting of the Civil Service Commission (Commission) was opened by Chair Thomas M. Wardrop at 10:00 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 December 10, 2014 meeting. On motion duly made and supported, the minutes of the December 10, 2014 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 the State Personnel Director.

Department of Agriculture and Rural Development

On December 18, 2014, a request was received to establish an exempt unclassified position to serve as Director of Policy Development & Legislative Affairs. Concurrently, the vacant Legislative Liaison position was abolished. This request was approved, effective December 7, 2014.

Department of Attorney General

On December 23, 2014, a request was received to establish an exempt unclassified position to serve as Director of Public Relations. Concurrently, the vacant Chief Deputy Director position was abolished. This request was approved, effective November 9, 2014.

Department of Transportation

On January 2, 2015, a request was received to establish an exempt unclassified position to serve as Commission Advisor. Concurrently, the vacant Office of Business Development Director position was abolished. This request was approved, effective January 4, 2015.

#### Department of Licensing & Regulatory Affairs

On March 9, 2015, a request was received to establish an exempt unclassified position to serve as Director of the Office of New Americans. Concurrently, the vacant Deputy Director position was abolished. This request was approved, effective March 1, 2015.

On April 10, 2015, a request was received to establish an exempt unclassified position to serve as Director of the Michigan Agency for Energy. Concurrently, the vacant Chief of Staff position was abolished. This request was approved, effective March 29, 2015.

#### Department of Talent & Economic Development

On March 5, 2015, a request was received to establish five exempt unclassified positions. These positions are: Executive Director of MSHDA, Executive Director of Talent Investment Agency, Deputy Director of Finance & Operations, Deputy Director of Legislative Affairs, and Deputy Director of Communications. This request was approved, effective March 16, 2015.

#### Department of Technology, Management & Budget

On April 3, 2015, a request was received to establish an exempt unclassified position to serve as Assistant to the State Budget Director and Deputy Director for the State Budget Office. Concurrently, the vacant position of Director of the Children's Ombudsman was abolished. The request was approved, effective March 29, 2015.

On May 18, 2015, a request was received to establish an exempt unclassified position to serve as State's School Reform Officer. Concurrently, the vacant position of Procurement Contract Monitor was abolished. The request was approved, effective May 10, 2015.

#### Department of Health & Human Services

On April 17, 2015, a request was received to establish an exempt unclassified position to serve as Special Assistant to the Director. The request was approved, effective April 12, 2015.

#### Department of Civil Rights

On April 23, 2015, a request was received to establish an exempt unclassified position to serve as Public Affairs Graphic Designer. Concurrently, the vacant position of Outreach Liaison was abolished. The request was approved, effective April 12, 2015.

#### ERB Appointment

The Honorable William C. Whitbeck has been appointed to the Employment Relations Board to serve as a member for a term through May 1, 2017.

## **4. UNFINISHED BUSINESS**

### **A. Impasse Panel Recommendation 2014-03**

General Counsel John Gnodtke stated that Agenda Item 4.A., which was tabled at the Commission's last meeting, is the Impasse Panel recommendation over a secondary impasse between the Michigan State Employees Association (MSEA) and the Department of Environmental Quality (DEQ). The dispute involved clothing and cleaning allowances for a few DEQ employees. The parties disagreed over whether the subject was properly addressed in primary or secondary negotiations. A letter of understanding (LOU) has since been reached, which the Commission will review later today, implementing the allowance for the employees during the current primary agreement rather than waiting until the next one. Before the Commission now is IP 2014-03. While the LOU addresses the impasse issue, final action approving IP 2014-03 is required to adopt the rest of the secondary agreement not at impasse for the rest of the contract period.

On motion duly made and supported, Agenda Item 4.A., Impasse Panel Recommendation 2014-03, was unanimously approved.

## **5. NEW BUSINESS**

### **A. Letter of Understanding – MSEA and OSE (Interim Approval Granted)**

General Counsel John Gnodtke stated that Agenda Item 5.A. is the previously referenced LOU between the MSEA and Office of the State Employer (OSE) on cleaning and clothing allowances arising in response to the secondary impasse with the DEQ. Staff has reviewed the LOU and identified no prohibited subjects of bargaining implicated. Interim approval with the Chair's consent was previously granted.

On motion duly made and supported, Agenda Item 5.A. was unanimously approved.

### **B. Letter of Understanding – UAW and OSE (Interim Approval Granted)**

General Counsel John Gnodtke stated that Agenda Item 5.B. is an LOU between the UAW and OSE on procedures to request transfers involving a reduction in force. Staff has reviewed the LOU and identified no prohibited subjects of bargaining implicated. Interim approval with the Chair's consent was previously granted.

On motion duly made and supported, Agenda Item 5.B. was unanimously approved.

### **C. Letter of Understanding – UAW and OSE (Interim Approval Granted)**

General Counsel John Gnodtke stated that Agenda Item 5.C. is an LOU between the UAW and OSE on procedures for grievance responses. Staff has reviewed the LOU and identified no prohibited subjects of bargaining implicated. Interim approval with the Chair's consent was previously granted.

On motion duly made and supported, Agenda Item 5.C. was unanimously approved.

### **D. Letter of Understanding – UAW and OSE (Interim Approval Granted)**

General Counsel John Gnodtke stated Item 5.D. is an LOU between the UAW and OSE on overtime procedures related to a particular program. Staff has reviewed the LOU and identified no prohibited subjects of bargaining implicated. Interim approval with the Chair's consent was previously granted.

On motion duly made and supported, Agenda Item 5.D. was unanimously approved.

### **E. Amendments to CSC Rules 1-4, 5-5, 5-6, and 5-9**

General Counsel John Gnodtke stated that Item 5.E. is amendments to the Commission's Rules, which were previously circulated for comment in SPDOC 13-04. The amendments reflect executive-branch reorganizations and renamed departments. Attempts were also made to remove departmental references that could require future rule revisions. The Commission has been given a document listing a few additional changes to Rules 5-5 and 5-6 from the version previously circulated. In Rule 5-5.1, the term P-rate has been added to include the term most commonly used to describe the special prison premium. Also, references to eligibility in the Department of Community Health are updated to more

precisely reflect that the P-rate is available to employees at the Center for Forensic Psychiatry involved with forensic patients. Finally, a reference to “the Camp Shawano in Grayling” is corrected to reflect the accurate spelling of the facility. The Commission has before it now, the revised rule amendments circulated in SPDOC 15-04, as revised in the document provided today with the additional minor changes previously described.

On motion duly made and supported, Agenda Item 5.E. was unanimously approved.

#### **F. Letter of Understanding – MSEA and OSE**

General Counsel John Gnodtke stated that Agenda Item 5.F. is an LOU between the MSEA and OSE on overtime equalization. Staff has reviewed the LOU and identified no prohibited subjects of bargaining implicated.

On motion duly made and supported, Agenda Item 5.F. was unanimously approved.

#### **G. Collective Bargaining Agreement (Interim Approval Granted)**

General Counsel John Gnodtke stated Agenda Item 5.G. is the voluntary agreement reached by the Michigan State Police Troopers Association (MSPTA) and OSE. Staff has reviewed the agreement and identified no prohibited subjects of bargaining implicated. Interim approval with the Chair’s consent was previously granted to facilitate seeking a legislative waiver to allow pay increases outside the normal budget process.

On motion duly made and supported, Agenda Item 5.G. was unanimously approved.

#### **H. Letter of Understanding – UAW and OSE**

General Counsel John Gnodtke stated that Agenda Item 5.H. is an LOU between the UAW and OSE addressing the creation of the Department of Health and Human Services (DHHS). Staff has reviewed the LOU and identified no prohibited subjects of bargaining implicated.

On motion duly made and supported, Agenda Item 5.H. was unanimously approved.

### **6. PUBLIC COMMENT**

Peter Clark, Labor Relations Specialist for the MSEA, stated that the Michigan Department of Transportation (MDOT) altered the Transportation Technician’s job specification to include, “Operates heavy-duty dump trucks with snowplows, underbody blades, salt spreaders, and liquid applications”. Mr. Clark indicated that this work is traditionally performed by Labor and Trades employees and that the technician specification does not include any information that would indicate that these employees operate heavy equipment. Mr. Clark also stated that he was concerned about training and licensure, medical examinations, vehicles to provide the CDL road test and employees being rendered unqualified from receiving a CDL.

Mr. Clark asked the Commission to review the decision rendered by MDOT to add the snow-removal requirement to the technician classification.

Ken Moore, President of the MSEA, agreed with Mr. Clark and added that MSEA has lost 30% of its membership over the last several years, and it is Mr. Moore’s belief that this change in

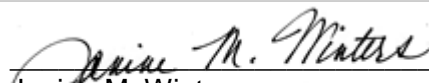
responsibilities of the technician classification is a continued effort to downsize the bargaining unit, and that this change is not in the best interest of the taxpayers of Michigan.

George Heath, SEIU 517M Technical Unit President, stated his concerns on the change in duties for the Transportation Technician. Mr. Heath believes that these changes will be an "adverse employment action" by changing the condition of employment and possibly rendering current employees unqualified for their own positions. Mr. Heath also stated that he believed these changes would create a "hostile work environment" by forcing employees to violate existing union contracts of other employees, creating supervision problems, raising call-back, on-call, and overtime balancing issues that have been negotiated. Mr. Heath asked the commissioners to reject these changes.

## **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 10:33 a.m.

I, Janine M. Winters, State Personnel Director, hereby certify that the foregoing are the Minutes of the Civil Service Commission meeting of May 20, 2015.

  
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Janine M. Winters  
State Personnel Director

**MICHIGAN CIVIL SERVICE COMMISSION**  
**Public Meeting**  
**September 16, 2015**

**Present:** Thomas M. Wardrop, Chair  
James Barrett, Commissioner  
Janet McClelland, Commissioner  
Robert W. Swanson, Commissioner  
Janine M. Winters, State Personnel Director

**1. CALL TO ORDER**

The meeting of the Civil Service Commission (Commission) was opened by Chair Thomas M. Wardrop at 10:08 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 May 20, 2015 meeting. On motion duly made and supported, the minutes of the May 20, 2015, 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 the state personnel director.

Department of Natural Resources

A request was received to establish an exempt unclassified position which will serve as the Northern Michigan Outreach Specialist. Concurrently, the positions of Chief of the Office of Legal Services and the Resource Economic Development Liaison were abolished. This request was approved effective June 21, 2015.

A request was received to establish an exempt unclassified position which will serve as the Special Advisor for Invasive Species. This request was approved effective August 30, 2015.

Department of Health & Human Services

A request was received to establish an exempt unclassified position which will serve as the Director for Special Projects. Concurrently, the position of Chief Deputy Director was abolished. This request was approved effective August 2, 2015.

A request was received to establish an exempt unclassified position which will serve as the Senior Assistant to the Director. Concurrently, the position of Interagency Collaboration Program Specialist was abolished. This request was approved effective August 2, 2015.

**4. UNFINISHED BUSINESS**

There was no unfinished business.

## **5. NEW BUSINESS**

### **A. Standard Travel Regulations and Travel Rates**

Joyce VanCoevering of the Department of Technology, Management and Budget (DTMB) stated that last year DTMB submitted the 2015/2016 travel rates and indicated that there is now a two-year rate cycle. The 2016 rates were approved by the Commission, but an adjustment has been made to the standard travel mileage rate from 39 cents to 36 cents. Also, suggested changes to the standardized travel regulations were submitted to the Commission.

On motion duly made and supported, Agenda Item 5.A. was unanimously approved.

### **B. Revised Bylaws**

General Counsel John Gnodtke stated that Item 5.B. contains housekeeping amendments to the bylaws, which were last substantively revised in 1983. The revisions before the Commission:

- Make the bylaws more concise
- Provide for election of a chair and vice-chair at least every two years
- Add language on distributing a tentative agenda for regular meetings
- Make other minor clarifications to reflect longstanding practices, such as requiring scheduling rather than holding five regular meetings, recognizing telephonic participation by commissioners, and authorizing different quorum requirements in the rules

On motion duly made and supported, Agenda Item 5.B. was unanimously approved.

### **C. Amendments to CSC Rule 6-7**

General Counsel John Gnodtke stated that Item 5.C. covers amendments to Rule 6-7 in response to a recent Michigan Supreme Court decision finding Rule 6-7.2 unconstitutional to the extent that it allows collective bargaining agreements to compel payment of service fees. The proposed revisions remove language allowing service fees as a condition of employment and provisions on accounting, notice, and objection processes related to service fees. Language added to Rule 6-7.1 would allow voluntary service fees, which most current union contracts contain. The proposed revisions were circulated in SPDOC 15-11.

On motion duly made and supported, Agenda Item 5.C. was unanimously approved, with an amendment to replace the word representative with represented in the previously circulated proposal in SPDOC 15-11.

### **D. Letter of Understanding – MCO and OSE (Interim Approval Granted)**

General Counsel John Gnodtke indicated that Item 5.D. is an LOU between the Office of the State Employer and the Michigan Corrections Organization on mandatory overtime procedures. The state personnel director previously granted interim approval with the chair's consent. It is now before the commission for final approval.

On motion duly made and supported, Agenda Item 5.D. was unanimously approved.

## **6. PUBLIC COMMENT**

There was no public comment.

## **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 10:19 a.m.

I, Janine M. Winters, State Personnel Director, hereby certify that the foregoing are the Minutes of the Civil Service Commission meeting of September 16, 2015.

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Janine M. Winters  
State Personnel Director



**MICHIGAN CIVIL SERVICE COMMISSION**  
**Public Meeting**  
**December 16, 2015**

**Present:** Thomas M. Wardrop, Chair  
James Barrett, Commissioner  
Janet McClelland, Commissioner  
Robert W. Swanson, Commissioner  
Janine M. Winters, State Personnel Director

**1. CALL TO ORDER**

The meeting of the Civil Service Commission (Commission) was opened by Chair Thomas M. Wardrop at 10:18 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 September 16, 2015, meeting. On motion duly made and supported, the minutes of the September 16, 2015 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 the State Personnel Director.

Department of Military and Veterans Affairs

A request was received to establish an exempt unclassified position which will serve as the Chief Executive Officer of the Michigan Veterans Health System. This request was approved, effective October 1, 2015.

**4. UNFINISHED BUSINESS**

There was no unfinished business.

**5. NEW BUSINESS**

**A. Civil Service Commission Budget**

Carol Vargovich, Director of the Office of Financial and Administrative Services, presented Agenda Item 5.A.1. and 5.A.2.

Ms. Vargovich asked the Commission to approve the Certification of Aggregate Payroll of classified state employees as required by the Michigan Constitution. Ms. Vargovich reported that the aggregate payroll from October 1, 2014 to September 30, 2015, was \$5,439,304,638.

The Commission has completed processing the financial transactions for Fiscal Year 2015. All expenditures and revenues have been reconciled and balanced with the State of Michigan's accounting records.

With regard to Item 5.A.2., Ms. Vargovich indicated that the budget proposal for Fiscal Year 2017 is completed and recommended that the Commission approve the proposed budget, which is a continuation of the prior fiscal year except for pending economic adjustments for salary and wages, retirement, insurance, and workers' compensation.

On motion duly made and supported, Resolution 5.A.1., the Certification of the Aggregate Payroll for Fiscal Year 2015, was unanimously approved.

On motion duly made and supported, Resolution 5.A.2., the Budget Proposal for Fiscal Year 2017, was unanimously approved.

## **B. Amendments to Rule 6-3**

General Counsel John Gnodtke introduced proposed amendments to Rule 6-3. There has been a recent increase in prohibited subject of bargaining complaints. Many grievances have sought effective ownership of particular duties by classes or bargaining units. The state personnel director has issued a number of decisions, upheld by the Commission and Circuit Court, restating that classification and conditions outside the bargaining unit are prohibited subjects. The rules prohibit such grievances from being filed. The proposed changes will memorialize and clarify the longstanding practice of the commission.

George Heath, SEIU Divisional Vice President, addressed the commission on his concerns related to the proposed changes, which would negatively impact bargaining unit members. Mr. Heath's concern is that job duties may be done by one classification in one bargaining unit and are then by a different classification in a different bargaining unit.

Commissioner Wardrop indicated that it is the commission's responsibility to classify.

Peter Clark, MSEA, stated that changes have been made within existing classes to now require SEIU employees to obtain a CDL. If the employee did not qualify, then that employee would not meet a condition of employment. Mr. Clark asked why was it acceptable to arbitrate certain situations in the past, but it is not acceptable today? The ability to keep the correct people doing the correct job will be lost. Mr. Clark asked the Commission to carefully consider the rule before approving it.

On motion duly made and supported, Item 5.B., Amendments to Rule 6-3 was unanimously approved.

## **C. Letter of Understanding between OSE and SEIU (Technical Unit)**

General Counsel John Gnodtke indicated that Item 5.C. is an LOU between the OSE and SEIU on the pay range for the Transportation Aide-E classification. The state personnel director previously granted interim approval with the chair's consent. It is now before the commission for final approval.

On motion duly made and supported, Item 5.C., the LOU between the OSE and SEIU, was unanimously approved.

## **D. Letter of Understanding between OSE and MSEA**

General Counsel John Gnodtke indicated that Item 5.D is an LOU between the OSE and MSEA for a pilot program to use the employer's email system to transmit union information to bargaining unit members. The state personnel director previously granted interim approval with the chair's consent. It is now before the commission for final approval.

On motion duly made and supported, Item 5.D., the LOU between the OSE and MSEA, was unanimously approved.

## **E. Collective Bargaining Agreements**

General Counsel John Gnodtke indicated that Items 5.E(1) through (7), address seven collective bargaining agreements voluntarily reached between the Office of the State Employer and various exclusive representatives for bargaining units.

### Item 5.E(1), Agreement between the OSE and AFSCME

Staff have reviewed all agreements and found no prohibited subjects of bargaining. Mr. Gnodtke indicated that the bargaining units with secondary agreements have requested the extension of current secondary agreements to allow negotiations over new secondary agreements. The resolutions also incorporate two letters of understanding that were just approved that were not included in the version sent out for ratification.

On motion duly made and supported, Item 5.E(1), the Collective Bargaining Agreement between the OSE and AFSCME was unanimously approved.

### Item 5.E(2), Agreement between the OSE and MCO

Chair Wardrop requested a motion to approve Resolution 5.E(2), Collective Bargaining Agreement between the OSE and MCO. On motion duly made and supported, the motion was unanimously approved.

### Item 5.E(3), Agreement between the OSE and MSEA

Chair Wardrop requested a motion to approve Resolution 5.E(3), Collective Bargaining Agreement between the OSE and MSEA. On motion duly made and supported, the motion was unanimously approved.

### Item 5.E(4), Agreement between the OSE and SEIU (HSS)

Chair Wardrop requested a motion to approve Resolution 5.E(4), Collective Bargaining Agreement between the OSE and SEIU. On motion duly made and supported, the motion was unanimously approved.

### Item 5.E(5), Agreement between the OSE and the SEIU (S & E)

Chair Wardrop requested a motion to approve Resolution 5.E(5), Collective Bargaining Agreement between OSE and SEIU. On motion duly made and supported, the motion was unanimously approved.

### Item 5.E(6), Agreement between OSE and SEIU (Technical)

Chair Wardrop requested a motion to approve Resolution 5.E(6), Collective Bargaining Agreement between the OSE and SEIU. On motion duly made and supported, the motion was unanimously approved.

Item 5.E(7), Agreement between OSE and UAW

Chair Wardrop requested a motion to approve Resolution 5.E(7), Collective Bargaining Agreement between the OSE and UAW. On motion duly made and supported, the motion was unanimously approved.

Commissioner Swanson congratulated the OSE and bargaining units for their successful negotiations.

**F. Coordinated Compensation Panel Recommendation (CCP)**

General Counsel John Gnodtke stated that Item 5.F. is the CCP recommendation for Fiscal Year 2017. The recommendation includes a 1% base pay increase, a 1.5% lump-sum payment, some minor changes to insurance offerings that track negotiated changes for exclusively represented employees, funding for the professional development fund, changes to the sick leave policy to track the majority of represented employees, and some studies of further issues for next year's CCP.

Al Quattrin, President of MAGE, Carolyn Madding, Director of Nursing from the Hawthorne Center, and Bobbie Tignes and Casandra Craig, nurse supervisors from Kalamazoo Psychiatric Hospital, stated their concerns on a recruitment and retention problem of nursing staff. The parties believe that the problems exist due to the reduction of health benefits for state employees over the years, low wages, an unsafe work environment at facilities, and mandated overtime.

Chair Wardrop stated that the Panel recommended that MAGE meet with the Office of the State Employer to try to resolve issues. If those discussions are not successful, the parties could then address the commission next year to provide more concrete information. Chair Wardrop asked MAGE to bring back next year to the commission data on overtime hours and staff shortages.

Commissioner McClelland stated that there is a question whether the shortage of nurses is due to wages. Commissioner McClelland indicated that it would help next year to receive a salary survey with wage comparisons in the areas where the hospitals are located to see if there is a shortage in the nursing industry in general or specific issues on pay.

Commissioner Swanson stated that the Commission is in a difficult situation when the department states there is not a problem and MAGE states that there are recruitment and retention problems. The CCP recommended that the OSE, MAGE, and departments meet to come up with a joint recommendation or separate proposals. Commissioner Swanson also stated that he expects data from MAGE and the department to allow an informed decision.

Chair Wardrop stated that the CCP's specific recommendation is that the parties get a joint proposal or identify the issues and create a more fully developed record.

On motion duly made and supported, Item 5.F., the Coordinated Compensation Panel Recommendation was unanimously approved.

**G. Unclassified Pay Recommendation**

General Counsel John Gnodtke stated that Item 5.G. is the constitutionally required Unclassified Compensation Recommendation provided for in Article 11, Section 5. The commission considered a change for unclassified pay of up to a one-percent base wage

increase and up to a one-and-one-half-percent lump sum not rolled into the base, effective October 1, 2016.

On motion duly made and supported, Resolution 5.G., the Unclassified Pay Recommendation, was unanimously approved.

## 6. PUBLIC COMMENT

George Heath, President of SEIU 517M, and Joey Combs, HSS Unit President, addressed the Commission. Mr. Heath indicated that SEIU had concerns over veterans' preference. Ms. Combs stated that there is a problem with the consistency of the application of Civil Service Rule 3-8. The state does not need to changes the Veterans' Preference Program, but must actually implement it and make it easier for Michigan veterans to use it. Ms. Combs also stated that state workers who must be veterans as part of federally funded programs should not have to use their one preference opportunity on a position that already must be filled by a veteran. Ms. Combs asked the Commission to require that all state of Michigan hiring processes fully use Civil Service Rule 3-8.

Commissioner Barrett asked staff if they would like to respond.

State Personnel Director Janine M. Winters indicated there have been a number of changes and hoped that all parties are aware of those changes. In hiring processes, every posting now asks if applicants are veterans. Commission staff has met with many groups, including legislators, to review actions taken. Ms. Winters had never heard from the SEIU with these concerns and suggested a meeting to discuss all the current practices in place assisting veterans.

General Counsel John Gnodtke indicated that the notion that the rule is optional is not accurate. It is a rule that binds all hiring processes. Also, several years ago CSC implemented a military technical appeal complaint process. In five years CSC, has received two complaints and neither was substantiated. Mr. Gnodtke stated from a population perspective, the percentage of state employees who have self-identified as veterans far exceeds the ratio in the state generally. The notion that the state is not hiring veterans at all is not backed up by our hiring statistics.

Matt Fedorchuk, Deputy Director, added that the CSC has also worked closely with the Michigan Veterans Affairs Agency on ways to bring more flexibility to internal hiring processes.

Chair Wardrop asked Ms. Combs to submit examples to the CSC and if not satisfied with the outcome, to write the Commission or address the Commission at a future meeting.

## 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 11:24 a.m.

I, Janine M. Winters, State Personnel Director, hereby certify that the foregoing are the Minutes of the Civil Service Commission meeting of December 16, 2015.

  
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Janine M. Winters  
State Personnel Director