



STATE OF MICHIGAN  
CIVIL SERVICE COMMISSION

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**STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION**

**SPDOC No. 19-03**

TO: ALL APPOINTING AUTHORITIES, HUMAN RESOURCES OFFICERS,  
AND RECOGNIZED EMPLOYEE ORGANIZATIONS

FROM: JANINE M. WINTERS, STATE PERSONNEL DIRECTOR

DATE: APRIL 2, 2019

SUBJECT: **PROPOSED AMENDMENTS TO RULE 5-6, ADDITIONAL  
COMPENSATION: MISCELLANEOUS, AND REGULATION 5.07,  
PERFORMANCE-PAY PROGRAMS**

A handwritten signature in cursive script that reads "Janine M. Winters".

THIS DOCUMENT IS AVAILABLE UPON REQUEST IN ALTERNATIVE FORMATS. FOR FURTHER  
INFORMATION CALL (517) 284-0115.

In December 2018, the commission adopted the coordinated compensation panel's recommendation to strike the sunset provision for the Registered Nurse Manager Signing Bonus Program. To implement this change, staff recommends that the commission remove the program's expiration date by rescinding Rule 5-6.15(d).

The commission also adopted a pilot program in 2017 to allow agencies to adjust compensation for a small number of critical positions occupied by NEREs to recognize outstanding or critical performance in mission-critical positions. After positive feedback from agencies, staff recommends that the commission remove the pilot program's sunset date by amending Rule 5-6.12(c) as follows:

~~(c) Expiration. The critical position premium program ends October 31, 2019.~~ **Regulations.**  
The state personnel director may establish procedural requirements and other limits on the authorized use of critical-position premium in the regulations.

Staff also proposes amendments to Regulation 5.07 to implement procedural requirements developed during the pilot period.

Comments on the proposed amendments may be emailed to [MCSC-OGC@mi.gov](mailto:MCSC-OGC@mi.gov) or sent to Office of the General Counsel, Michigan Civil Service Commission, P.O. Box 30002, Lansing, Michigan, 48909. Comments must be received by April 30, 2019.