



STATE OF MICHIGAN
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STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION

SPDOC No. 19-05

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

FROM: JANINE M. WINTERS, STATE PERSONNEL DIRECTOR

DATE: MAY 1, 2019

SUBJECT: **AMENDMENTS TO RULE 5-6 AND REGULATIONS 1.03,
INVESTIGATING REPORTS OF DISCRIMINATORY HARASSMENT,
3.09, RECALL LISTS, 5.01, GENERAL SALARY SCHEDULE
ADMINISTRATION, 5.07, PERFORMANCE-PAY PROGRAMS, AND
8.01, GRIEVANCE AND GRIEVANCE APPEAL PROCEDURES**

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

The commission today approved rule amendments, effective today, eliminating sunset provisions for registered-nurse-manager signing bonuses and critical-position premium pay. A revised rulebook including these amendments is attached.

Also attached are previously circulated amendments to Regulation 3.09 and 5.07 to allow seniority credit for hours worked while remaining on a recall list and to establish procedural requirements for critical-position premium use, respectively.

Based on comments received, language in § 4.C.2 of Regulation 3.09 is also being revised to clarify that employees are eligible to be placed on recall lists (1) at and below the level when displaced for a current class series where status was attained and (2) at and below the level when displaced in prior class series if status was also attained at those levels in the prior class series. This reflects longstanding practice that an employee does not obtain recall rights to higher levels in a class series based on serving at higher levels in a different class series.

Finally, rule references and definitions in Regulations 1.03, 5.01, and 8.01 are updated to reflect recent rule amendments. Standards in these regulations are not changed.

All regulation changes are adopted effective May 1, 2019, in accordance with Regulation 1.01, §§ 4.B or 4.C.