

GRETCHEN WHITMER  
GOVERNOR



STATE OF MICHIGAN  
CIVIL SERVICE COMMISSION

COMMISSIONERS  
JANET McCLELLAND, CHAIR  
JAMES BARRETT  
JASE BOLGER  
JEFF STEFFEL


STATE PERSONNEL DIRECTOR  
JANINE M. WINTERS

**STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION**

**SPDOC No. 19-11**

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

FROM: JANINE M. WINTERS, STATE PERSONNEL DIRECTOR

DATE: SEPTEMBER 30, 2019 

SUBJECT: **AMENDMENTS TO REGULATIONS 3.06, EMPLOYMENT SANCTIONS;  
4.01, CLASSIFICATION ACTIONS REQUIRING CIVIL SERVICE  
REVIEW; 4.03, EMPLOYEE GENERATED POSITION REVIEWS; 4.04,  
EFFECTIVE DATES FOR CLASSIFICATION ACTIONS; 4.05,  
FREQUENCY OF REVIEW OF POSITIONS; 4.06, FROZEN POSITIONS;  
4.07, AGENCY REORGANIZATIONS AND POSITION RECODINGS;  
4.08, WORKING OUT OF CLASS; 5.16, CORRECTING  
COMPENSATION ERRORS; 5.18, COMPLAINTS ABOUT BENEFITS;  
AND 6.06, COORDINATED COMPENSATION PLAN AND RESCISSION  
OF REGULATION 5.19, CORRECTING BENEFIT ERRORS**

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

Changes to regulations previously proposed in SPDOCs 19-08, 19-09, and 19-10 are approved, effective October 1, 2019. Minor non-substantive modifications to the proposed amendments have been made to update contact information, adjust cross references to other regulation provisions, correct typographical errors, and change document formatting.

Attachments