

GRETCHEN WHITMER
GOVERNOR



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CIVIL SERVICE COMMISSION

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STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION
SPDOC No. 21-03

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

FROM: JANINE M. WINTERS, STATE PERSONNEL DIRECTOR

DATE: JULY 16, 2021 *Janine M. Winters*

SUBJECT: **PROPOSED AMENDMENTS TO RULES 2-7, 3-1, 3-2, 3-3, 3-8 AND 9-1**

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

The commission has offered forms of veterans' preference since the 1940s. Currently, rule 3-8 authorizes potential new hires who are honorably discharged to use one of three preferences. Governor Whitmer has asked the commission to consider modifying its rule on veterans' preference to allow (1) servicemembers who have not yet been discharged to apply for preference, (2) current employees to use preference for promotional opportunities, (3) military retirees to qualify for preference, and (4) candidates to use more than one preference, if applicable. In drafting proposed rule revisions to address these requests, staff also identified potential reforms to the first type of veterans' preference, which has been unavailable since the commission stopped maintaining applicant pools in the 1990s. Staff has proposed additional changes to modernize this first form of preference, eliminate outdated references in the rules to Civil Service applicant pools, and make related housekeeping changes.

Comments on the proposed amendments may be sent to MCSC-OGC@mi.gov or to Office of the General Counsel, Michigan Civil Service Commission, P.O. Box 30002, Lansing, Michigan, 48909. Written comments must be received by August 12, 2021.

Attachment