

RICK SNYDER
GOVERNOR



STATE OF MICHIGAN
CIVIL SERVICE COMMISSION


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STATE PERSONNEL DIRECTOR
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STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION

SPDOC No. 17-11

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

FROM: JANINE M. WINTERS, STATE PERSONNEL DIRECTOR 

DATE: DECEMBER 21, 2017

SUBJECT: **UPDATED CIVIL SERVICE COMMISSION RULE BOOK AND
REGULATIONS 2.06 AND 3.03**

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INFORMATION CALL (517) 284-0115.

On December 13, 2017, the Michigan Civil Service Commission approved rule amendments with a prospective effective date of January 1, 2018. The commission amended rules 2-3 and 3-6 to move provisions on probationary ratings to chapter 3, allow employees to request probationary ratings if not promptly issued, clarify grievance rights over probationary ratings, recognize ongoing performance-management reviews that do not rise to the level of a performance or interim rating, authorize transition to a disciplinary interim rating if poor performance continues under performance improvement plans, and otherwise clarify the rating processes. The amendments tracked changes proposed in SPDOC 17-10, with minor changes in response to feedback that set the maximum time between interim service ratings at six months and clarified that performance includes levels of performance, competencies, and behavior. Conforming amendments were also approved to rules 2-6, 5-3, 8-1, and 8-2.

Amendments to regulations 2.06 and 3.03 reflecting the amended rules were circulated in SPDOC 17-10 and are adopted with minor changes, effective January 1, 2018.

Attachments