



STATE OF MICHIGAN  
CIVIL SERVICE COMMISSION

**STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION**

**SPDOC No. 19-12**

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

FROM: JANINE M. WINTERS, STATE PERSONNEL DIRECTOR

DATE: NOVEMBER 25, 2019

SUBJECT: **PROPOSED AMENDMENTS TO RULE 5-6, ADDITIONAL  
COMPENSATION: MISCELLANEOUS**

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.

During this year's coordinated compensation process, the panel has recommended revisions to the lottery sales incentive program to take effect October 1, 2020. To implement this change would require replacing the referenced quarterly limit of \$1,500 in rule 5-6.13 with a limit of \$2,000. This threshold has been unchanged since 2009.

Outside the CCP, the Michigan Department of Corrections and Michigan Department of Health and Human Services have requested modification of the signing-bonus authorization for excluded Dentists under rule 5-6.11(b)(2). Since 2005, a \$5,000 signing bonus has been allowed for new hires in NERE dentist classifications. The MDOC and MDHHS, with the support of the Office the State Employer, have requested additionally allowing a discretionary \$5,000 bonus upon satisfactory completion of the initial probationary period. This change could be implemented with the amendment below:

**Dentist.** An eligible Dentist may be paid a signing bonus ~~not to exceed~~ of up to \$510,000. Up to \$5,000 may be paid at hire and up to \$5,000 may be paid after satisfactory completion of the initial probationary 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 December 9, 2019. Consideration of these amendments will be placed on the agenda for the commission's meeting at 10:00 a.m. at the Capitol Commons Center, 400 South Pine St., Lansing, Michigan 48933.