




STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION
SPDOC No. 22-02

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

FROM: JOHN GNODTKE, STATE PERSONNEL DIRECTOR 

DATE: APRIL 15, 2022

SUBJECT: **INTERIM RULE ACTION ON RULE 5-6, ADDITIONAL
COMPENSATION: MISCELLANEOUS; UPDATED RULEBOOK**

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FOR FURTHER INFORMATION CALL 517-284-0115.**

At the state employer's request and with the chair's consent, I am taking interim rule action to promulgate rule 5-6.17. The new rule amendment will allow eligible non-exclusively represented employees to take part in a recruitment-and-retention pilot program for 13 pay periods—similar to pilots agreed to in collectively bargained letters of understanding. Under the pilot program, eligible employees who work at least 80 hours during a two-week pay period can receive an additional \$250. The goals of the pilot program include attracting and retaining employees and maintaining operational stability.

As provided in rule 1-1.4, the new rule language below is adopted, effective immediately. The amendment will be placed on the commission's next meeting agenda for final commission action:

5-6.17 Recruitment and Retention Pilot Program

- (a) Eligibility.** An appointing authority may agree to pay an eligible employee a biweekly recruitment and retention payment subject to the following conditions:
- (1) Classification and Assignment.** The employee's position's classification and assignment are in one of the following categories:
 - (A)** Corrections Shift Supervisor 11 or 12.
 - (B)** Forensic Security Supervisor 12.
 - (C)** Registered Nurse Manager 12 for the department of health and human services or department of military and veterans affairs.
 - (D)** Registered Nurse Manager 13 for the department of corrections.
 - (E)** Practical Nurse Supervisor 12.

- (2) **Hours worked.** The employee has at least 80 hours worked during the pay period. For this rule, hours worked includes only regular hours, overtime hours, and compensatory time earned.
 - (3) **Rate.** A full biweekly payment under this pilot program is \$250. No prorating of the biweekly payment can occur.
 - (4) **Term.** The pilot program will be available for the 13 consecutive full pay periods beginning as soon as administratively feasible after April 15, 2022.
- (b) **Payment.** Biweekly payments under this pilot program are made as gross pay adjustments as soon as administratively feasible.

Additionally, on November 3, 2021, the commission amended rule 6-9.6(b)(1) through the adjudicative process under rule 1-1.5 in CSC 2021-031. The attached rulebook reflects this amendment, which took effect January 1, 2022, as well as the interim rule action above.

Attachment