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STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION
SPDOC No. 23-03

TO: ALL APPOINTING AUTHORITIES, HUMAN RESOURCES OFFICERS,
AND RECOGNIZED EMPLOYEE ORGANIZATIONS
FROM: JOHN GNODTKE, STATE PERSONNEL DIRECTOR
DATE: FEBRUARY 9, 2023
SUBJECT: **PROPOSED AMENDMENTS TO RULE 5-6, ADDITIONAL
COMPENSATION, MISCELLANEOUS**

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

The state employer has requested to add a bonus program on a pilot basis for certain non-exclusively represented employee (NERE) classifications to improve recruitment and retention in the Michigan Gaming Control Board (MGCB). The MGCB would be allowed to participate in a pilot program for eligible newly hired NEREs in Auditor and Financial Analyst positions. The program would permit the MGCB to pay an eligible employee a signing bonus, with half paid at hire and the other half upon satisfactory completion of the initial probationary period. Employees must agree in writing to repay the entire signing bonus if they leave the agency within one year after the effective date of hire as a condition for the bonus.

Staff proposes amending rule 5-6.16 to adopt the requested program, and to make certain non-substantive language clarifications:

5-6.16 Recruitment and Retention Pilot Program

(a) Eligibility.

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(3) MGCB auditors and analysts. The Michigan Gaming Control Board may agree to pay a one-time signing bonus to an employee it hires after March 4, 2023, into a position classified as Auditor or Financial Analyst.

(4) Repayment agreement. An employee may only be paid a signing bonus if the employee agrees in writing to repay the entire signing bonus, including tax withholding amounts, if the employee leaves the agency within one year after the effective date of the hire.

(45) Current employees ineligible. An employee who is a classified employee immediately before appointment to an eligible classification is ineligible for any bonus under this rule.

(b) Payment.

(1) An eligible employee in a classification in [subsections](#) (a)(1)(A) through (E) [or \(a\)\(3\)](#) may be paid a signing bonus up to \$2,500. Up to \$1,250 may be paid at hire. Up to \$1,250 may be paid after satisfactory completion of the initial probationary period.

(2) An eligible employee in a classification in [subsections](#) (a)(1)(F) or (G) may be paid a signing bonus up to \$3,500. Up to \$1,750 may be paid at hire. Up to \$1,750 may be paid after satisfactory completion of the initial probationary period.

(3) An eligible employee in a classification in [subsection](#) (a)(2) may be paid a signing bonus up to \$5,000. Up to \$2,500 may be paid at hire. Up to \$2,500 may be paid after satisfactory completion of the initial probationary period.

(c) Term. The pilot program under this rule applies to eligible appointments made after ~~December 31, 2022,~~ [the applicable dates set forth above](#) and before January 1, 2024.

Comments on the proposed amendments may be emailed to 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 February 21, 2023. The proposed rule changes will be considered by the commission at its February 22, 2023 meeting at 400 S. Pine Street, Lansing, Michigan. The proposed effective date of the changes is March 5, 2023.