



STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION

SPDOC No. 23-15

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

FROM: JOHN GNODTKE, STATE PERSONNEL DIRECTOR

DATE: NOVEMBER 29, 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 removal of the expiration date for the recruitment and retention pilot program for certain nonexclusively represented employee classifications in rule 5-6.16. The state employer indicates that employing agencies have expressed support for continuing the signing-bonus option.

To clarify rule 5-6.16's intent to increase recruiting of career employees into listed classifications, staff proposes amending the eligibility provision of rule 5-6.16 to permit non-career employees to be eligible for the recruitment and retention bonuses under the rule.

Finally, the state employer has requested that the commission approve a consensus bonus for all NEREs subject to similar conditions as agreed by the state employer and exclusive representatives for ratification bonuses in six letters of understanding. The LOUs recognized that the parties entered negotiations with a sincere desire to reach voluntary agreements for FY 2025 wages. Similarly, NERE limited recognition organizations reached a consensus with the state employer on the FY 2025 coordinated compensation panel recommendation.

Staff proposes amending rule 5-6 as follows:

5-6 Additional Compensation: Miscellaneous

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5-6.16 Recruitment and Retention ~~Pilot~~ Program

(a) Eligibility.

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

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- (c) **Term.** ~~The pilot program under t~~This rule applies to eligible appointments made after the applicable dates set forth above ~~and before January 1, 2024.~~

5-6.17 Consensus Bonus

(a) Eligibility. A nonexclusively represented employee who is in active status or on an approved leave of absence other than a waived rights leave of absence on December 23, 2023, is eligible for a one-time consensus bonus.

(b) Rate. The bonus is \$2,250.

(c) Payment. Payment for the bonus will be made in 2024 as soon as administratively feasible through a gross-pay adjustment.

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 December 12, 2023. The proposed rule changes will be considered by the commission at its December 13, 2023 meeting at 400 S. Pine Street, Lansing, Michigan.