



STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION

SPDOC No. 24-01

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

FROM: JOHN GNODTKE, STATE PERSONNEL DIRE

DATE: FEBRUARY 7, 2024

SUBJECT: **AMENDMENT TO RULE 5-6, ADDITIONAL COMPENSATION:
MISCELLANEOUS; UPDATED RULEBOOK**

A handwritten signature in black ink, appearing to read "John Gnodtke", with a horizontal line extending to the right.

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

Last November, at the state employer's request, I circulated proposed amendments to add rule 5-6.17 to provide non-exclusively represented employees (NEREs) a \$2,250 consensus bonus similar to ratification bonuses between the state employer and several exclusive representatives. The commission deferred final action on the NERE bonus proposal at its December meeting to get additional information on fiscal and operational impacts. Today, the commission approved NERE bonuses with slight modifications from the previously circulated proposal for noncareer employees.

Some commissioners had expressed concern on bonuses' potential adverse impact on agency operations since they were not part of planning for current budgets. The state employer indicated in December that bonuses would not have been offered if they could not be paid for and affirmed today that they would not affect services. The state employer also provided a statement from the State Budget Office that it anticipated NEREs "would also benefit from the one-time bonuses and has accounted for the accompanying costs."

Some commissioners also questioned giving the same bonus to all eligible NEREs regardless of hours worked. The commission today, as proposed last year, approved \$2,250 bonuses for career NEREs on payroll or approved leave on December 23, 2023. For eligible noncareer NEREs active on December 23, 2023, a modified bonus program was adopted. Their bonuses of up to \$2,250 will be prorated based on the percentage of hours worked between October 1, 2023, and December 23, 2023. The modification applies to roughly 240 noncareer NEREs, the majority of whom are student positions.

The approved rule is included in the attached rulebook. As indicated in the rule, payment will be made to eligible NEREs as soon as administratively feasible.

Attachment