



STATE OF MICHIGAN
CIVIL SERVICE COMMISSION

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STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION
SPDOC No. 25-05

TO: ALL APPOINTING AUTHORITIES, HUMAN RESOURCES OFFICERS,
AND RECOGNIZED EMPLOYEE ORGANIZATIONS
FROM: JOHN GNODTKE, STATE PERSONNEL DIRECTOR
DATE: APRIL 7, 2025
SUBJECT: **PROPOSED AMENDMENTS TO RULE 5-8, LONGEVITY PAYMENT;
AND REGULATION 5.05, LONGEVITY COMPENSATION**

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

On December 11, 2024, the commission approved recommendations by the Coordinated Compensation Panel to double the longevity compensation provided under rule 5-8, effective October 2025. Staff proposes the rule amendments below to implement the increase in amount and to update other language to reflect current terminology and practice:

5-8 Longevity Payment

An employee who has completed the equivalent of five years of full-time ~~currentl~~y continuous ~~employment~~service, including any credits under rule 5-10.2(b)(4), is eligible for an annual longevity payment, as provided in the regulations, each October ~~4~~-in the amount provided below. An employee with a break in service is eligible for a longevity payment based on total years of service after completing the equivalent of five years of full-time ~~currentl~~y continuous ~~employment~~service.

Years of Full-time Service	Minimum Hours	Annual Payment
5-8	10,400	\$ 26 520
9-12	18,720	\$ 3 600
13-16	27,040	\$ 37 740
17-20	35,360	\$ 48 960
21-24	43,680	\$ 64 1,220
25-28	52,000	\$ 79 1,580
Over 29	60,320	\$ 1,04 2,080

Staff also proposes amendments to update rule references and make similar non-substantive housecleaning updates to Regulation 5.05 as reflected in the attachment.

SPDOC No. 25-05
Page 2

All proposed amendments are recommended with an effective date of October 1, 2025. 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 are requested by May 5, 2025.

Attachment